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21 October 1959

Memorandum for the Record

Subject: Conversation with [REDACTED]
[REDACTED], AEO, OP re History of OP, 1953-1956

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1. On the subject of the Career Staff, Mr. [REDACTED] said that the Career Staff was set up with many ^{mis}conceptions. Some Agency officials thought that membership in the Staff would carry certain benefits and rights which would set the Staff apart from Civil Service and give it a position midway between the Foreign Service and the main body of Civil servants. This was wishful thinking. Membership did not bring immediate benefits which were substantially different from those enjoyed by Civil Service employees. In 1954 a program of legislation was developed which included benefits sought for the Staff but as time went on Agency officials withdrew from the idea of going to Congress for special benefits since Congress had become more liberal regarding all overseas service of US employees. Congress improved allowances, education allowances, dependents allowances, etc. In addition the Agency broadened the interpretation of its own authority to provide for medical care for overseas employees under E 5A and 5C that was not work connected. Agency officials felt there was no need to ask for other benefits.

2. A person who is not a member of the Career Staff cannot get a language award. No one can ~~xxxx~~ be appointed to one of the senior war colleges who is not a Career Staff member but this does not signify too much since no one with less than three years of service would be considered for such an appointment.

3. The Career Staff has provided a more refined screening of personnel by extending the observation period to three years. It is worth while to take a look at each employee's record after three years. This can be used to weed out unsatisfactory employees.

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4. Mr. [REDACTED] said that it was undoubtedly true that the promotion rate for CIA was higher than the great bulk of Federal Government during the period 1953-1956. It has slowed down since then. Miss [REDACTED] said that the Civil Service Commission did not compile promotion rates for Agencies. The information would have to be obtained from each Agency. OP did not have this information.

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5. Miss [REDACTED] said that OP had not prepared a written comment on chart, "Mechanism for Personnel Management."

6. I asked about Employment Review Board and Miss [REDACTED] said 25X1A9a that the Regulation did not describe the procedure because it had to do with sensitive separations and the General Counsel had insisted that the Regulation should not prescribe procedures as the Supreme

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Court throws out cases in which an Agency did not follow its own rules. A panel was set up for the Employment Review Board which was on file in OP but OP was not responsible. There was a special ERB chaired by DP [redacted] set up in 1955 which handled a few cases in 1956 and 1957. The Selection Out system was set up in 1958 and such cases are now taken care of by this procedure.

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7. As for the Reassignment Board, Miss [redacted] said that she prepared the regulation but the Board never met. It was supposed to take care of reassignment cases which could not be negotiated. When the Board was not used, the regulation expired at its expiration date.

8. Incentive Awards Committee was transferred to Management Staff in 1955.

9. The Committee on Career Development of Junior Personnel was merged with the JOT program. This would be shown in the JOT Regulation.

10. The T/O's were planning documents. They set up what the office would like to have. During the period there was no provision for periodic review of T/O so some T/O's became out of date. Only when an office requested a change in T/O did OP, Compt., and ManS get a chance to look at the T/O and cut it down.

11. As for ceilings, OP merely records the ceiling established. It has nothing to do with setting the ceiling. It does not know why changes are made.

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12. Regarding the changes in name and organization of plans staff, Miss [redacted] said that in 1953 the Research and Planning Staff and Career Development Staff were combined since they were both working on the development of personnel policies. Name changes were made in order to describe functions better. In 1954 Mr. [redacted] was made Special Assistant for career development and the load of setting up the Conference and the Career Staff became so heavy that a separate Career Service Staff was established. After these activities settled down, planning was again set up as one staff under DD/Pers/PD. The changes were also related to personnel available to do the work.

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13. The statistical function used to be with Research and Planning Staff but in 1955 this was put in Records and Services and it has stayed there.

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14. Miss [redacted] said that SSA/Pers was in DD/S and was responsible for liaison with OP and DD/P. She said that I should see DD/S about this office.

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